Calendar Year 2025, Vol. 1

FORCE REPORT

17TH FORCE MASTER CHIEF PATRICKPAUL "PaP" MANGARAN
DIRECTOR OF THE HOSPITAL CORPS

As we step into 2025, I want to take a moment to thank each of you in the Hospital Corps and Navy Medicine family. Last October marked a significant milestone, as it was my office team's first full year working together to shape our future. Together, our hard work, dedication, and passion have driven the incredible achievements we celebrated in 2024, showing the world what it means to be a winning team, and I couldn't be prouder to serve alongside you.

The answer to how we are winning lies in the incredible accomplishments we've achieved together. Your hard work made a significant difference in advancing the Hospital Corps legacy.

Building Operational Readiness

- We developed a new HM "A" School curriculum to produce EMT-trained and TCCC Tier 3-certified Corpsmen better equipped to support the fleet.
- We partnered with the Army to secure six seats for FY25 in the Paramedic Program, with a request for 30 seats by FY26, training corpsmen to support ERCS missions with advanced medical capabilities.
- We conducted the Job Duty Task Analysis and Curriculum Reviews for 15 "C" Schools, aligning training with the operational demands of today's Navy.

Strengthening Careers and Development

- We celebrated the approval of the Navy Community College Health Science Associate Degree Program, creating educational pathways for Sailors to advance their careers.
- We are in the final stages of development for the Knowledge, Skills, and Abilities (KSA) for corpsmen, ensuring our team remains adaptable and mission-ready.
- NDACS is open to all rates again, expanding professional development opportunities.
- Navy COOL certifications have been updated, giving Corpsmen access to relevant professional certifications to boost career progression.
- We updated the HM LaDR and Enlisted Career Path (ECP).
- Our fellow warriors have taken advantage of their "C" schools and have earned their College Applied Health and Sciences Conferred Degrees (ASHS/BSHS) from USUHS.
  - 143 have been awarded their Associates of Science in Health Sciences in CY 2024.
  - 55 have been awarded their Bachelor of Science in Health Sciences in CY 2024.

Driving Policy and Curriculum Innovation

- We updated 28 Navy Enlisted Occupational Classification System (NEOCS) codes and Hospital Corpsman Occupational Standards (OCCSTDS) to reflect evolving mission needs.

- We developed a new HM “A” School curriculum, modernizing how we train and prepare corpsmen for success.
- We initiated the NEC creation for POMI, EMT, CT, and Paramedic, creating specialized roles, advancement opportunities, and a tracking mechanism to ensure we get the proper warrior for the right job.

Looking Ahead

As we move into FY-25, our focus remains clear on our targets that continue to align with the Surgeon General’s Lines of Efforts and the Navy Medicine Enterprise’s Lines of Efforts:

1. Look at opportunities to align billets with inventory to strengthen manning and readiness for wartime skillsets.
2. Increase NEC pay grades to reward expertise and dedication.
3. Prioritize ELD and KSA development to prepare warfighters.
4. Optimize NEC validation and tracking to improve utilization.
5. Expand TCCC instructors at SEL levels, enhancing training capabilities and creating SMEs at the SEL level.
6. Implement an ETL Navigation Plan, driving innovation and talent management.
7. Work with NPC to identify COAs while navigating through Marketplace.

A Call to Action

As we look ahead, I challenge you to rally behind these goals with the same determination and teamwork that brought us this far. Let’s continue to innovate, adapt, and lead to ensure that Navy Medicine remains unmatched in readiness and capability.

For those far from home this holiday season, know that your Navy Medicine family is always here for you. We will support each other as we take on new challenges and opportunities.

Thank you for your exceptional dedication and the sacrifices you and your families make daily. Your commitment is truly commendable. Wishing you a safe and joyful holiday season and continued success in the year ahead!

Finally, remember to stay motivated, hydrated, and change your socks.

DEPARTMENT OF THE NAVY
CHIEF OF NAVAL PERSONNEL
701 SOUTH COURTHOUSE ROAD
ARLINGTON VA 22204-2472

1510
Ser N1/114577
23 Oct 24

MEMORANDUM

From: Deputy Chief of Naval Operations Personnel, Manpower, and Training, N1
To: Director, Military Personnel Plans and Policy (N13)

Subj: EXCEPTION TO POLICY – OBLIGATE-TO-TRAIN

Ref: (a) OPNAVINST 1160.8B, "Selective Reenlistment Bonus Program," 1 April 2019

1. This memorandum updates reference (a) to allow Sailors to receive training orders for a Selective Reenlistment Bonus (SRB) qualifying Navy Enlisted Classification (NEC) to apply for Obligated Service-to-Train when they lack the necessary service commitment to complete training, regardless of whether their current NEC is incentivized or not. This change is effective 1 October 2024.

2. The portion of paragraph 16.f.(3) of reference (a) states that "an SRB eligible member cannot use this option to delay reenlistment to acquire advance training or another NEC to qualify for a higher paying award level" no longer applies. This sentence will be removed from reference (a) when it is next revised.

3. The point of contact in this matter is LCDR Jimmy Nguyen, OPNAV N130D, who may be reached at jimmy.a.nguyen1.mil@us.navy.mil or by phone at (703) 604-4893.

R. J. CHEESEMAN, JR

Copy to:
OPNAV (N130)
COMNAVPERSCOM (PERS-4)
BUPERS-32

NAVY MEDICINE FAST FACTS January 2025

2024 - A YEAR IN REVIEW

2024 was a year of significant progress for Navy Medicine, marked by organizational advancements, enhanced operational readiness, and strengthened global partnerships.

JAN: Secretary of the Navy Carlos Del Toro announced the future USNS Bethesda (EMS 1), the lead ship of the new expeditionary medical ship (EMS) class honoring the enduring legacy of the former National Naval Medical Center (NNMC) Bethesda.

FEB: Dr. Mike McGinnis was sworn in as the new Navy Medicine Executive Director. He is the second SES to serve in this role.

JUL (cont'd): The first technical test of an expeditionary medical unit (EMU) occured aboard the USNS Cody (T-EPF 14) at Joint Expeditionary Base Little Creek-Fort Story.

AUG: The Navy Medicine Enterprise (NME) was formally established to optimize how we develop and deliver ready naval medical forces, support operational health service needs, and maximize warfighter performance through standardized care, policy, and training.

SEP: Naval Medical Research Unit (NAMRU) INDO PACIFIC facilitated the signing of a Statement of Intent (SOI) between Vietnam Military Medical University and Uniformed Services University (USU). This agreement aims to enhance U.S. - Vietnam collaboration in military medicine through joint efforts in medical training, scientific research, and academic cooperation, contributing to regional stability and global health initiatives. // Navy Medicine Sailors visited Navajo Technical University (NTU), the largest tribal college or university in the country, for the first time to discuss the U.S. Navy mission and career opportunities with students and leadership.

NAVY MEDICINE FAST FACTS

January 2025

This document serves as a comprehensive and engaging resource showcasing the diverse career paths, impactful contributions, and unique culture of Navy Medicine. Fast Facts highlights the outstanding achievements and contributions of Navy Medicine personnel and serves as a reference to succinctly communicate the Navy Medicine mission and priorities. Download the latest issue HERE.

DEFENSE HEALTH AGENCY

TRICARE Contract Region Changes

Understanding the New TRICARE Contract Region Changes

Starting on Jan. 1, 2025

TRICARE®

West Region Contractor Change

TriWest Healthcare Alliance will replace Health Net Federal Services, LLC.

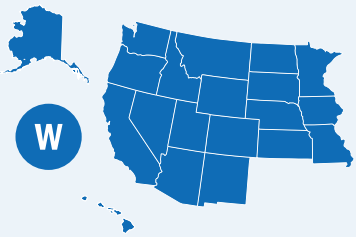
Six States Shifting to West Region

Arkansas, Illinois, Louisiana, Oklahoma, Texas, and Wisconsin move from the East to West.

East Region Contractor

Humana Military remains the contractor.

West Region



Six States Moving From the East to the West

East Region

What You Need To Do

West Region

- ☑ Confirm your information in DEERS
- ☑ If you pay enrollment or premium payments by credit card or bank transfer, you will need to transfer your payment information by Dec. 31, 2024
- ☑ Check if your providers are in the TriWest network starting Nov. 11, 2024

Six States Moving From the East to the West

- ☑ Confirm your information in DEERS
- ☑ If you pay enrollment or premium payments by credit card or bank transfer, you will need to transfer your payment information by Dec. 31, 2024
- ☑ Check if your providers are in the TriWest network starting Nov. 11, 2024

East Region

- ☑ Confirm your information in DEERS

Martin Luther King Jr. Day

Jan 20, 2025

REMEMBER! CELEBRATE! ACT!

How Long? Not Long

Selma to Montgomery / 1965

NEC SPOTLIGHT

BIOMEDICAL EQUIPMENT TECHNICIAN – L08A

Becoming a part of the DoD Biomedical Equipment Technician (BMET) team will allow you to assemble, maintain, troubleshoot, align, and calibrate medical equipment. BMETs also calculate circuit parameters, solder, plumbing, and documentation. Additionally, they provide user level training and maintenance services to operational forces and component units.

The major emphasis is on deployable medical equipment, i.e., x-ray, dental x-ray, laboratory, ophthalmic, dental, pneumatic, hydraulic, general, medical, and surgical diagnostic and treatment equipment at the module, circuit board level or network-level protocols.

INCENTIVES

Fleet Returnees: STAR program – Automatic advancement from E-4 to E-5 (Reference MPM 1160-100)

- Selective Re-enlistment Bonus: Zone B $45K (2.5 Multiplier), Zone C $30K (1.5 Multiplier)
- Career Incentives: Duty stations around the world with a military treatment facility (MTF), a ship, the Fleet Marine Force (FMF), and with Navy Medicine research units!
- Education Incentives: Opportunity to challenge 15 national certifications at the end of the program using Navy Cool and receive college credits from the Community College of the Air Force.

For more information, contact your Command Career Counselor or visit MyNavyHR.Navy.Mil

COMMAND IN THE SPOTLIGHT

Navy Medicine Readiness and Training Command Quantico

Navy Medicine Readiness and Training Command (NMRTC) Quantico is a high velocity partner for readiness, health, and experience. As the "Crossroads of the Marine Corps," NMRTC Quanitico strives to meet and exceed access to care metrics and individual medical readiness for the active duty population, while also supporting local readiness demands at Marine Corps Base Quantico and the Washington Navy Yard (WNY), and global operational deployment taskers.

Supporting the Military Health System (MHS) in the National Capital Region (NCR), a team of 433 officers, enlisted, and civilian personnel provide quality healthcare to our warfighters, our veterans and their families across 171 commands within the NCR. The team also serves beneficiaries within the Defense Health Network-NCR at John Henry Balch Naval Health Clinic Quantico, while the John H. Bradley Branch Health Clinic provides services to Marine Corps Officer Candidates and the David R. Ray Branch Health Clinic serves The Basic School, Explosive Ordinance and Demolition, and Weapons Training Battalion. The WNY Health Clinic serves military personnel and civilian dignitaries assigned throughout the NCR.

Directly supporting the U.S. Marine Corps' only officer accession pipeline and recruitment initiative, NMRTC Quantico also provides annual medical services in support of:

- 5 Marine Corps Embassy Security Group in-processing evolutions
- 3,400 Officer Candidate School students
- Basic Officer Course
- Infantry Officer Course
- Warrant Officer Basic Course
- Leatherneck Summer
- The Marine Corps Marathon

BRAVO ZULU JOB WELL DONE!

Hospital Corpsman 1st Class Seth Moorefield

Expeditionary Medical Facility (EMF) 150 Alpha

Hospital Corpsman 1st Class Seth Moorefield, assigned to Expeditionary Medical Facility (EMF) 150 Alpha in Camp Pendleton, California, is widely recognized for his exceptional leadership, technical expertise, and commendable work ethics. As the Physical Therapy Technician Enlisted Technical Leader (ETL), he represented his community liaising with the Director of Hospital Corp's shop.

He provided subject matter expert advice and guidance on the training, practice, and all issues pertaining to his community. In six moths of being the ETL, he completed and executed three taskers: (1) Created Navy Knowledge, Skills, and Abilities (NKSA) clinical activity date capture, (2) Navy Enlisted Manpower and Personnel Classifications and Occupational Standards (NEOCS) periodicity review, and (3) Hospital Corpsman Cost to Train analysis.

As an department leading petty officer, he led and mentored a diverse population of 72 military and civilian personnel in the timely delivery of rehabilitative patient services to 153.6K active duty beneficiaries across 11 clinics. He integrated himself with the Field Medical Training Battalion (FMTB) West school house as the FMTB-W Rehab and Mobility Injury Prevention instructor, he coordinated teaching therapeutic rehabilitation exercises to 200 students, this decreased the injury and attrition rate for each FMTB-W class which increased readiness and deployability of each command receiving hospital corpsmen with field medical technician NECs.

Moorefield's willingness to step up and take the most challenging assignments has set him apart from his peers. He is definitely an asset not just to the command and across Marine Corps Base installations, but as well as to the Navy Medicine team.

A well deserved Bravo Zulu!

BRAVO ZULU!

RP Corner

Spiritual Readiness

The holiday season is amongst us, and it truly is a great time of the year. For many, the holiday season can be a joyful and glorious time as we look forward to reflection, great food, fellowship, time off from the everyday grind, and potential travel opportunities. For others, the holiday season may bring upon more stress, sadness, loneliness, regret, and or depression. It is imperative to comprehend that everyone does not visualize nor perceive equally when celebrating a certain period of the calendar year. Regardless of the season, we as fellow humans and warfighters are much stronger together.

Before the conclusion of this year, challenge yourself with truly loving your neighbor as yourself. Ask your fellow shipmate or service member how they are doing…Find out if they have adequate plans during the celebratory season…Extend an invite to your establishment if you are present...If not, be proactive and search for local activities for your fellow warriors and deliver the particulars without their concurrence…Acts of kindness and compassion could save a life without your awareness and or positively change one's assumption-perspective; no one cares about me, I am not important, I am worthless, and good-for-nothing. WARFIGHTING, WARFIGHTERS, AND FOUNDATION. HAPPY HOLIDAY'S!

Available Resources

- Military Crisis Line. 24/7 toll-free support for service members and veterans in crisis. Call 1-800-273-TALK (option 1), text 838255 or visit www.militarycrisisline.net.
- Military OneSource. Non-medical counseling available to service members and families. Call 1-800-342-9647 or visit www.militaryonesource.mil.
- Navy Chaplain Care. Communications are 100 percent confidential unless the service member decides otherwise. Call 1-855-NAVY-311 to request chaplain support or visit http://www.navy.mil/local/chaplaincorps/
- Psychological Health Resource Center. Free professional health resource for service members, families and clinicians. Call 1-866-966-1020 or visit http://www.realwarriors.net/livechat o speak with a consultant 24/7.
- Psychological Health Outreach Program (PHOP). Provides Navy Reservists and their families' full access to appropriate psychological health care services. Contact your local PHOP region for assistance at 1-866-578-PHOP(7467).
- Navy and Marine Corps Force Health Protection Command. Committed to supporting Fleet and Marine Corps readiness and enhancing public health outcomes through products and services. http://www.med.navy.mil/sites/nmcphc/health-promotion/Pages/default.aspx.
- Navy Marine Corps Relief Society. Sailors and family members who experience financial hardship due to COVID-19, which the entitlements and GOVCC initiatives don't relieve, are highly encouraged to seek assistance from their local Navy and Marine Corps Relief Society office. A list of locations, points of contacts and amplifying information can be found at: https://www.nmcrs.org.

FAIR WINDS AND FOLLOWING SEAS

HM1	CHARLES DERRICK ONEIL
HM1	NGUYEN CANG BINH
HM1	SOTO DOMINIC DAVID
HM1	ADU KINGSLEY KOFI
HM1	FELLS RONALD LEEEDWARD
HM1	TRUSDELL PAUL ANTHONY
HM1	ADKINS DERRICK ANDREW
HM1	LAMSEN REGINALD VALREYES
HM1	UPTON SHANE ANTHONYASHER
HM1	EAST CHARLES EDWARD JR
HM1	LEE PHIA
HM1	ESTELLA MARIAN LUZ
HM1	AQUINO JUDD BACHO
HM1	PEREZ MATTHEW DANIEL
HM1	PARKER CHERYL LYNNE
HM1	WALLACE JONATHAN IAN
HM1	LEYVA RUBEN JR
HM1	WOODS SHREECE DUANYELLE
HM1	SMITH JOSHUA ARON
HMC	MAYES TRACY RENEE
HMC	KIRK J WILLIAM
HMC	ALBAJAL ABDULKARIM JAIAYSH
HMC	CAINES KATRINA MARIE
HMC	BROWN TIFFANY ANTOINETTE
HMC	JONES LATASHA SHAUNTAE
HMC	SINCLAIR JOSEPH MICHAEL
HMC	PIMENTEL MARIA JOVAIDA
HMC	HAJIOMAR AMRAN MANEKOSMAN
HMC	TAPIA RICHARD RAMON
HMC	LAMB THOMAS DANIEL
HMC	TUNAKE LUIS ENRIQUE
HMC	SAUNDERS RYAN WARWICK
HMC	SINGER JENNY MAE
HMC	RAMDASS KEVIN
HMC	GIACOMETTI ANTOINE STEPHEN
HMC	TUZON DENNIS GLENN
HMC	CAMPBELL RYAN THOMAS
HMC	LANGHORNE DANIEL SCOTT
HMC	RICHMOND CRAIG NICHOLAS
HMC	CANALES MELINDA D
HMC	ANDIANO DAVID ANGELES
HMC	GARRETT FALICHA LANA
HMC	HUSINECKY BENNY AUGUST III
HMC	DECASTROSOSA OMAR ANIBAL
HMC	FOY BENJAMIN RYAN
HMC	ESTRELLA MANUEL ALEJANDRO
HMC	RUDOLF ASHTON LYNN
HMC	MCKINNON TAMESHA MICHELLE
HMC	CALES ELIJAH BOWE
HMCS	INGA ALDRIN ALBERT
HMCS	KIRBY SHANNON OLIVIA
HMCS	BRIDGES ALISHA DANYELL
HMCS	DAVIS BILLLEE TODD
HMCS	BRIZUELAGARCIA RONALD ALEXA
HMCS	STROBEL TREVOR EDWARD
HMCS	BROWN ALLYN PATRICK
HMCM	CASAD FERNANDA JAZEL
HMCM	NOVIELLO NICHOLAS ALEXANDER

For many years these Sailors stood the watch.
While some of us were in our bunks at night these Sailors stood the watch.
While some of us were in school learning our trade these shipmates stood the watch.
Yes.. even before some of us were born into this world these shipmates stood the watch.

In those years when the storm clouds of war were seen brewing on the horizon of history these shipmates stood the watch. Many times they would cast an eye ashore and see their family standing there, needing their guidance and help, needing that hand to hold during those hard times but they still stood the watch.

They stood the watch for twenty years or more. They stood the watch so that we, our families and our fellow countrymen could sleep soundly in safety, each and every night, knowing that a Sailor stood the watch. Today we are here to say, Shipmates the watch stands relieved. Relieved by those you have trained, guided, and led. Shipmates you stand relieved.

WE HAVE THE WATCH

FALLEN, BUT NEVER FORGOTTEN

Hospital Corpsman 3rd Class James R. Layton

Layton, 22, of Riverbank, California, died Sept.8, 2009, while supporting combat operations in Kunar Province, Afghanistan. He was assigned to Embedded Training Team 2-8 with Combined Security Transition Command in Afghanistan. He received the Bronze Star with"V."

Hospital Corpsman 3rd Class Benjamin Castiglione

Castiglione, 21, of Howell, Michigan, died Sept. 3, 2009, while supporting combat operations in Helmand Province, Afghanistan.

Hospital Corpsman 3rd Class Eichmann A. Strickland

Strickland, 23, of Arlington, Washington, died Sept. 9, 2008, from injuries when his vehicle hit an IED in Afghanya Valley, Afghanistan. He was assigned to Combat Service Support Det. 36, Iwakuni, Japan.

Hospital Corpsman 2nd Class Charles Luke Milam

Milam, 26, of Littleton, Colorado, died Sept. 25, 2007, while conducting combat operations in Helmand Province, Afghanistan. He was assigned to 2nd Marine Special Operations Battalion in Camp Lejeune, North Carolina.

Hospital Corpsman 3rd Class (FMF) Brian K. Lundy

Lundy, 25, of Austin, Texas, died while conducting a dismounted patrol in Marjah, Helmand Province, Afghanistan, Sept. 9, 2011. He was assigned to 1st Battalion, 6th Marines, Regimental Combat Team 5, 2nd Marine Division, II Marine Expeditionary Force, Camp Lejeune, North Carolina.

Hospitalman Edwin Gonzalez

Gonzalez, 22, of North Miami Beach, Florida, died Oct. 8, 2010, from wounds from an IED while supporting combat operations in Helmand Province, Afghanistan. He was assigned to 1st Battalion, 8th Marine Regiment, 2nd Marine Division, FMF Atlantic.

Hospital Corpsman 3rd Class Mark R. Cannon

Cannon, 31, of Lubbock, Texas, died Oct. 2, 2007, while conducting combat operations in Kunar Province, Afghanistan. He was assigned to 3rd Marine Regiment, 3rd Marine Division, III Marine Expeditionary Force, Marine Corps Base Hawaii.

Hospital Corpsman 3rd Class Manuel R. Denton

Denton, of Kerrville, Texas, died Oct. 8, 1963, while flying as crew in a UH-34D on a search and rescue mission over Quang Nam province, VietNam. He was assigned to 1st Marine Air Wing, Fleet Marine Forces-Pacific.

Hospital Corpsman 3rd Class Julian Woods

Woods, 22, of Jacksonville, Florida, died Nov. 10, 2004, as a result of hostile fire in Fallujah, Iraq.
He was assigned to 3rd Marine Division Detachment, Marine Corps Base Hawaii, Kaneohe Bay, Hawaii.

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RIDE RIGHT

STAY IN THE FIGHT